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Letter of Comment No: 5048 File Reference: 1102-100

Sent:

Wednesday, June 16, 2004 5:06 PM

To:

Director - FASB

Subject: File Reference No. 1102-100

I'm writing you today as a member of the United States' high-tech community, asking that the FASB reconsider its position on the expensing of stock options.

If this recommendation comes to pass, it could result in many companies being forced to downsize - or even suspend - their broad-based employee ownership programs. This would be tragic. Among other things, employee stock ownership plans:

- Encourage employees to take personal responsibility for the success of their organization.
- Help entrepreneurial and startup companies, as well as established businesses, attract and retain high-quality employees.
- Have long been an egalitarian compensation incentive, not relegated to the upper echelons of management. Stock options
 effectively distribute the wealth of a company to employees at many different levels of an organization.

I certainly agree with the need to be proactive in the wake of some of the recent financial scandals, as well as the need to be as transparent as possible in all aspects of financial reporting. However, I believe requiring companies to expense options is an acceptable, appropriate, or effective remedy. Please don't play politics with the prosperity of millions of workers in tech centers across the country.

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